SPAWAR FA Program

- Summary of FA Studies
  - Purpose
  - Process
  - Functions
  - Lessons Learned

SPAWAR FA Program

- Purpose
  - To develop organizational/process recommendations that might
    - improve efficiency of operations
    - enhance effectiveness of assigned personnel
    - reduce redundancies
    - eliminate unnecessary systems
    - improve customer relations
    - identify cost savings
    - meet SSP study and savings goals

SPAWAR FA Program

- Process Used
  - N465 FA Guide
    - **Document and analyze “As Is”**
    - **Benchmark and Best Practices**
    - **Develop “To Be” recommendations**
- Consideration Factors
  - Customer support
  - Technological improvements
  - Savings
  - Performance Measures
  - Employee impact

SPAWAR FA Program

- HQ
  - Independent review of HQ Org
    - 3/99 – 1/00
    - IG & non-IG civilian and military billets (800)
    - HQ Strategic Plan updated
    - Results
      - **Major realignments within PD's**
      - **Savings unknown, implementation underway**
      - **Billet reductions/savings will be met through attrition**

SPAWAR FA Program

- Field Activities
  - Overhead Functional Review
    - IG civilian billets (570)
    - Study complete; implementation underway
    - Anticipated savings $5M, 48 billets
    - Functions and Lessons Learned
      - Consolidation of Tech Support Services
      - Automated Security Gate
      - Reduced Relocation Expenses
      - Consolidated non-NMCI IT Support

SPAWAR FA Program

- Field Activities (continued)
  - Product/Resources Review
    - Review of org realigned to SPAWAR
    - IG & non-IG civilian and military billets (965)
    - Study underway
    - Plan to CA study resulting non-IG billets (250)
    - Lessons Learned
      - **Good process for inherited organizations/functions**
      - **Timing of study vs. trust level**

SPAWAR FA Program

- Field Activities (continued)
  - Mission Support Systems
    - IG civilian billets (189)
    - Study underway
    - Savings unknown
    - Functions included
      - **Application software and systems software**
      - **Data base design & admin**
      - **Configuration Management**
      - **Installation, training & support**
    - Lessons Learned
      - **Minimize number of change events**

SPAWAR FA Program

- In summary…
  - 4 major FA's
  - 2500 civilian and military billets included
  - Lessons Learned
    - **Hard to do**
      - **Tradition**
      - **Billet "ownership"**
      - **Lack of willingness to change**
      - **Being "corporate"**
      - **Expect resistance**
    - **Timing**
    - **Plan $$ for set backs**
    - **And finally…**

SPAWAR FA Program

…Document FAMIS, or you will get one of these…

-----Original Message-----
From: Rogers, Capt. William A Jr.
Sent: Tuesday, February 13, 2001 12:46 PM
To: 'Riley, Judi'
Subject: Studies Corrections